

## **Justice and Equality in the Workplace - Signatory Members**

- *Catholic Diocese of Galveston-Houston – 713.741.8731*
- *City of Houston – Mayor's Office of Immigrant and Refugee Affairs – 713.437.6968*
- *Consulate General of Colombia 713.527.9093*
- *Consulate General of El Salvador 713.270.7718*
- *Consulate General of Guatemala 713.953.9531*
- *Consulate General of Honduras 713.667.5427*
- *Consulate General of Mexico 713.980.9999*
- *Equal Employment Opportunity Commission (EEOC) 800.669.4000, 713.209.3320, 713.209.3377*
- *Harris County AFL-CIO Council 713.923.9473*
- *Hispanic Contractors Association 713.699.2732*
- *Mexican American Legal Defense and Education Fund (MALDEF) 210.224.5476*
- *Service Employees International Union – 713.514.0005*
- *U.S. Department of Labor (DOL) Wage & Hour Division – 713.339.5500*
- *U. S. Department of Labor Occupational Safety and Health Administration (OSHA) – 800.321.OSHA, 281.286.0583, 281.591.2438*
- *U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP)*
- *Worklife Institute/Houston Interfaith Worker Justice 713.266.2456*
- *YMCA International Services 713.339.9015*

For more information and assistance,  
contact the Justice and Equality in the  
Workplace Program Hotline:

**713-980-9999**

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## ***Justice and Equality in the Workplace Program***

***REACHING OUT & EDUCATING THE  
LATINO IMMIGRANT COMMUNITY***

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***Hotline Number:***

***713-980-9999***

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## ***Justice and Equality in the Workplace Program***

***The Justice and Equality in the Workplace Program, an alliance of governmental agencies, Consulates and community organizations, is committed to education of the Latino immigrant community about its civil and workplace rights and responsibilities.***

***In addition, the alliance provides assistance to individuals, without regard to immigration status, in identifying and addressing unlawful and unsafe employment practices through an array of resolution processes.***

Governmental agencies, the Consulates and community organizations have each designated a program coordinator.

The Alliance conducts community informational forums and partners with community and religious institutions to extend its outreach. The radio, television and print media are also vital in reaching the community. Billboards have been donated by Clear Channel Communications in key locations to further publicize the Program.

### ***Equal Employment Opportunity Commission – EEOC***

The U. S. Equal Employment Opportunity Commission ensures equality of opportunity by vigorously enforcing federal laws

prohibiting employment discrimination in the areas of hiring, promotion, discharge, compensation, classification or segregation, advertisement, recruitment, testing, training, fringe benefits, transfer, layoff and recall and other terms and conditions of employment. The following laws are enforced by this agency:

### **Title VII of the Civil Rights Act of 1964 as amended**

### **The Age Discrimination in Employment Act of 1967 as amended**

### **The American with Disabilities Act of 1990**

### **Equal Pay Act of 1963.**

### ***Occupational Safety and Health Administration – OSHA***

OSHA's main goal is to send every worker home, whole and healthy every day. OSHA standards establish requirements for maintaining safe and healthful workplaces by maintaining conditions or adopting reasonable practices necessary and appropriate to protect workers on the job, becoming familiar with and complying with OSHA's applicable standards and ensuring that employees have and use personal protective equipment when required for safety and health. OSHA conducts workplace inspections, assists employers to identify and correct specific hazards and provides free, onsite assistance in developing and implementing effective

workplace safety and health programs that emphasize preventing worker injuries and illnesses.

### ***Wage and Hour Division***

The U.S. Department of Labor's Wage and Hour Division is responsible for administering and enforcing laws that establish minimally acceptable standards for wages and working conditions in this country. The agency is dedicated to achieving compliance with labor standards in all industries, especially low-wage industries where the most vulnerable workers are employed.

### **Fair Labor Standards Act (FLSA)**

establishes minimum wage, overtime pay, record keeping, and child labor standards for full and part time workers. -- Covered non exempt workers are entitled to a minimum wage equaling \$5.15 per hour, and to overtime pay at time and one-half their regular rate of pay for hours worker over 40 in a workweek. Overtime pay is due whether an employee is paid by the hour, piece, job, commission, salary or other ways.

**Family and Medical Leave Act** – The agency is responsible for enforcing this act that covers employers of 50 or more and provides employees with up to 12 weeks of unpaid, job-protected leave in a 12-month period. Qualifying events include childbirth or placement for adoption or foster care, and to care for the newborn or newly placed child; or a serious health condition of the employee, spouse, child or parent.